

The Ultimate Team-Building Experience

Human resources interns receive comprehensive training and development

The TCF Program for human resources management provides the foundation that will help you develop your skills from entry level to full performance level. Through planned training, rotational assignments, and on-the-job work experience, the program prepares you to work as an HR professional at any VA facility in the country.

Your training will be conducted under the supervision of a preceptor, who will guide you through a curriculum of traditional human resources management functional areas and competencies. These include understanding the role of human resources at VA, honing communication skills, and being a change consultant. You will also develop HR technical expertise and the core competencies of the High Performance Development Model.

When you have completed the program, you will join a select cadre of highly trained and professionally adept human resources professionals dedicated to building the team that provides The Best Care to our Nation's Veterans.

An Unbeatable Compensation Package

As a TCF intern, you will be entitled to many of the same benefits as other VA employees, as well as benefits available only to TCF interns.

- Full-time, paid position in your career field
- Health, life, and retirement benefits
- Paid vacation, sick leave, and 10 Federal holidays
- Eligibility for promotion/advancement during internship
- Personalized training program
- Training provided by expert preceptors who have the support of top management
- Access to hundreds of free online courses
- Travel and training allotment to attend face-to-face training sessions
- Nationwide employment opportunities following the internship



*The career you want,
the future you deserve.*

Every position in the VA health care environment plays a critical role in providing The Best Care. That's obvious for physicians, nurses, and health care professionals who work directly with patients, but not so obvious for the people who balance the books, write the contracts, hire facility staff, and fulfill many other vital functions within the system.

That's why we created the Technical Career Field (TCF) Program, a training program designed to equip promising professionals with the highly specialized knowledge they need to support the delivery of quality health care for our Nation's Veterans. TCF Program participants acquire this knowledge during a two-year, full-time internship while receiving a salary, benefits, and training opportunities, including travel.

And then, upon successful completion of the training program, TCF interns are non-competitively placed within the VA system.

Hiring Veterans and non-Veterans

Visit www.VAcareers.va.gov/TCF to learn more about VA's TCF Program for HR professionals.